

# Race/Color Discrimination

## *How much will you tolerate?*

### ♦ **Recruiting, Hiring, and Advancement**

Job requirements must be uniformly and consistently applied to persons of all races and colors.

### ♦ **Harassment/ Hostile Work Environment**

The conduct has to be unwelcome and offensive, and has to be severe or pervasive.

### ♦ **Compensation and Other Employment Terms, Conditions, and Privileges**

Race or color discrimination may not be the basis for differences in pay or benefits, work assignments, performance evaluations, training, discipline or discharge, or any other area of employment.

### ♦ **Segregation and Classification of Employees**

It is illegal to exclude members of one group from particular positions or to group or categorize employees or jobs so that certain jobs are generally held by a certain protected group.

### ♦ **Retaliation**

Employees have a right to be free from retaliation for their opposition to discrimination or their participation in an EEOC proceeding by filing a charge, testifying, assisting, or otherwise participating in an agency proceeding.

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the bases of race and color, as well as national origin, sex, and religion. Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organization, as well as to the federal government. Title VII's prohibitions apply regardless of whether the discrimination is directed at Whites, Blacks, Asians, Latinos, Arabs, Native Americans, Native Hawaiians and Pacific Islanders, multi-racial individuals, or persons of any other race, color, or ethnicity.

Metro Human Relations Commission receives complaints against employers who have 12 or more employees and operate inside Davidson County. Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010. These employers must have operated 20 or more calendar weeks in the current or preceding calendar year.

***Contact us, we can help!***



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